IN THE HIGH COURT OF JUDICATURE, ANDHRA PRADESH
AT HYDERABAD

THE HON'BLE MR JUSTICE N.V. RAMANA

WRIT PETITION NO : 14090 of 2006

DATED: 13-07-2006

Between:

M.Madhukar petitioner

And

The Regional Manager, APSRTC
Warangal Region, Warangal District and two ors Respondents

THE HON'BLE SRI JUSTICE N.V.RAMANA

WRIT PETITION NO. 14090 of 2006

ORAL ORDER:

This writ petition is filed seeking Writ of *Mandamus* declaring the action of the respondents in passing the impugned order dated 20.12.1999 in imposing punishment of deferment of annual increment for a period of one year with cumulative effect.

The case of the petitioner is that he is employed as Conductor in the respondent corporation. While so, on 86.7.1995 a check was exercised and a charge memo was issued to the petitioner alleging cash and ticket irregularities. Basing on the said allegation, a charge sheet dated 25.11.1995 was issued to the petitioner. The petitioner submitted his explanation dated 3.12.1995 denying the charges leveled against him. However, without considering the same, and without conducting any enquiry, the final orders dated 25.2.1996 were passed imposing punishment of deferment of annual increment for a period of two years with cumulative effect. As against the said order, the petitioner preferred an appeal to the Deputy Chief Traffic Manager, Warangal. The Appellate Authority, on consideration of the matter, modified the punishment and reduced the same to deferment of annual increment for a period of one year with cumulative effect. Hence, the present writ petition questioning the action of the respondents in imposing the major punishment without conducting a departmental enquiry.

Learned counsel for petitioner contends that punishment of

deferment of increments for a period of one year with cumulative effect is a major penalty and the same cannot be imposed without conducting regular departmental enquiry as contemplated under the APSRTC Employees' (CC & A) Regulations. In support of his contention, he placed reliance on judgment of the Supreme Court in KULWANTH SINGH GILL Vs. STATE OF PUNJAB[1]. Learned counsel for petitioner also relied on a judgment of this Court in W.P. No. 20609 of 1999 dated 7.12.2005 which is in a similar background of facts and circumstances.

On the other hand, learned Standing Counsel appearing on behalf of the respondents-corporation vehemently opposed the said contention and submitted that respondent No.2 after careful consideration of the entire evidence available on record together with the explanation submitted by the petitioner, has modified the punishment and passed the impugned order, hence, no reasons to interfere with the same.

Heard the learned counsel for petitioner and learned Standing Counsel for respondent Corporation.

It is an admitted fact that the respondent imposed punishment of deferment of annual increment for a period of one year with cumulative effect, which is a major punishment. Admittedly, no regular departmental enquiry was conducted though the charge sheet was issued to the petitioner before imposing the penalty. The Apex Court in KULWANTH SINGH GILL'S CASE (cited supra) held that stoppage of increments with cumulative effect is a major penalty and it cannot be imposed without conducting the departmental enquiry. Since the punishment of stoppage of annual increment was imposed without conducting regular departmental enquiry violating the judgment of Apex Court, the impugned order cannot be sustained.

In the ordinary course of things, the impugned order needs to be

set aside leaving it open to respondent to pass fresh orders. But to avoid further litigation in the matter, I deem it appropriate to dispose of the writ petition with the following direction.

The impugned order dated 20.12.1999 passed by the 2nd respondent imposing the punishment of stoppage of annual increment with cumulative effect, is modified to that of stoppage of one increment without cumulative effect. The petitioner shall not be entitled to any monetary benefits arising out of this order, but shall be entitled to fixation of pay only.

Accordingly, the writ petition is disposed of. No costs.

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N.V.RAMANA,J

DATE: 13.07.2006

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[1] 1990 (1) LLJ 635